



# Veterans Health Administration Shared Training Partnerships

*June 4, 2009*

# ***Shared Training***

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**Concept:** To Develop a federal shared training consortia with the VHA Employee Education System as the managing partner.

**Goal:** To share training developed for internal use between federal agencies utilizing existing training architectures thus conserving resources and increasing the availability of quality training.

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## **Current Status of the Consortia membership**

- **Veterans Health Administration (2004)**
- **Department of Defense, (2004)**
- **Indian Health Service, (2005)**
- **Centers for Disease Control and Prevention, (2007)**
- **Department of Health and Human Services, (2008)**
- **Health Resources Services Administration, (2008)**
- **Federal Emergency Management Agency, (2008)**
- **Environmental Protection Agency (2008)**
- **Department of Homeland Security (2008)**

**Note: seeking to add the Federal Prison System and USPHS in 2009**

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## VHA Shared Training Plan

- **PURPOSE:** To establish a robust shared training partnership between the Veterans Health Administration (VHA) and selected federal partners (those that provide clinical and related training).
- **GOAL:** To maximize access to quality in-service training and continuing education for the staff of VHA and partner agencies utilizing a minimum of additional resources.
- **PLAN:** The proposed plan is **iterative** and when feasible utilizes **existing resources and technology**, a distributed learning architectures and operational procedures to provide robust shared training that contributes to a successful and enduring partnership.

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**History of VHA shared training collaboration:**

**Congress encourages an increase in sharing between VA and DoD in FY 04**

**VHA Chief Learning Officer authorized the development of a shared training initiative in FY 04**

**In FY 05 a VHA DOD shared training demonstration project was launched At this time sharing between VHA and DoD was done primarily utilizing satellite technology**

- The number of satellite programs shared in FY 05 was 80**
- The direct cost avoidance generated by the 80 shared training programs was \$1,200,000**

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## **History of VHA shared training collaboration:**

- In FY 06 the shared training partnership between VHA and DoD was formalized with the establishment of the Health Executive Council VHA DoD Continuing Education and Training Workgroup
  - The workgroup developed a strategic shared training plan
  - Wrote 7.5 million dollars in funded grants to support shared training
  - Commenced assessing the distributed learning architecture in VHA and DoD
  - implemented a robust satellite shared training program
  - Commenced sharing existing web based training
  - Commenced co-development of training programs
  - Commenced efforts to identify and develop communities of practice in support of the shared training venture

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## **History of VHA shared training collaboration (continued):**

- **In FY 07 added CDC to the shared training partnership**
- **In FY 08 added HHS, HRSA, FEMA, EPA, and DHS to the shared training partnership.**

Note: Adding HHS to the shared training partnership not only facilitates sharing between VHA and HHS but also facilitates sharing between VHA and the HHS constituent units: CDC, IHS, HRSA, Administration for Children and Families (ACF), Administration on Aging (AoA), Agency for Healthcare Research and Quality (AHRQ), Agency for Toxic Substance and Disease Registry (ATSDR), Centers for Medicare and Medicaid Services (CMS), Food and Drug Administration (FDA), National Institutes of Health (NIH) and the Substance Abuse and Mental Health Services Administration (SAMHSA).

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## **Outcomes to date**

- In FY 04 the partnership shared 80 programs and generated a cost avoidance of \$1,200,000
- In FY 05 the partnership shared 120 programs and generated a cost avoidance of \$2,398,545
- In FY 06 the partnership shared 411 programs and generated a cost avoidance of \$10,234,117
- In FY 07 the partnership shared 377 programs and generated a cost avoidance of \$11,374,287
- In FY 08 to the partnership shared 984 programs and generated a cost avoidance of \$39,923,555
- In FY 09 to date (Q2) the partnership shared 693 programs and generated a cost avoidance of \$29,279,280

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## **DoD and VHA Shared Training Outcomes to date**

- In FY 04 the VHA DoD partnership shared 80 programs and generated a cost avoidance of \$1,200,000
- In FY 05 the VHA DoD partnership shared 120 programs and generated a cost avoidance of \$2,398,545
- In FY 06 the VHA DoD partnership shared 254 programs and generated a cost avoidance of \$5,970,294
- In FY 07 the VHA DoD partnership shared 254 programs and generated a cost avoidance of \$7,473,287
- In FY 08 to the VHA DoD partnership shared 396 programs and generated a cost avoidance of \$15,168,555
- In FY 09 to date (Q2) the VHA DoD partnership shared 195 programs and generated a cost avoidance of \$9,779,280

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## **Next steps:**

- **To date the Interagency Shared Training Consortia has operated in two divisions:**
  - **VHA EES and DoD**
  - **VHA EES and all federal partners other than DoD (IHS, CDC, HRSA, HHS, FEMA, EPA, DHS)**
- **Commencing in Q4 FY 09 combine the two divisions of the Interagency Shared training Consortia into one (All programs shared with all partners)**
- **Move from a passive to an active system of sharing**

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## Next Steps:

- Commence actively seeking programs to meet the needs of shared training partners
- Increase Joint development and joint acquisition of shared training programs
- Enhance communities of practice to support the shared training venture at the local and national level
- Fully Implement and sustain the distributed learning architecture and operational processes to facilitate the continued development and delivery of shared training programs in support of the shared training partnership. (FY07 and beyond)

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## Next Steps:

- Collaborate on advancing the development of shared training modalities such as SCORM conformant web based training, Video on demand training, the delivery of training to the desk top, hand held devices and to deployed personnel.

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## **Lesson learned:**

- **The effect of the partnership is to enhance the evolution of shared training modalities resulting in more and better training being delivered in a more convenient and cost effective manner to staff**
- **The number of shared training programs and the cost avoidance generated by them increases as the shared training partnership evolves and matures**
- **The collaboration of the partners results in efficiencies of scale allowing them to undertake training ventures beyond their reach individually**

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## **Lesson learned:**

- **Agency resources are better utilized in partnership than they are when developing training independent of the partnership**
- **The exchange of experiences and ideas between the staff of the shared training partners results in more an better training for the partner agencies**